

1  
2 AN ORDINANCE of the Common Council  
3 fixing, establishing and ratifying  
4 compensation for police officers  
represented by the Fraternal Order of  
Police Indiana Wayne Lodge #14, Inc.  
for the year 1990 and 1991.

5 WHEREAS, this Council is required to approve all  
6 collective bargaining decisions with regard to annual pay and  
7 monetary fringe benefits; and

8 WHEREAS, such compensation for police officers of the  
9 City of Fort Wayne City of Fort Wayne, Indiana, has been  
10 agreed to in an agreement reached by and between the City and  
11 the Fraternal Order of Police Indiana Wayne Lodge #14, Inc. in  
12 accordance with collective bargaining as authorized and  
13 envisioned by the City's salary ordinances; and

14 WHEREAS, said agreement is for two (2) years, but  
15 pursuant to Indiana law, the compensation provided for therein  
16 must be annually ratified; and

17 WHEREAS, the Common Council desires to express its  
18 approval of the proposed two (2) year compensation package;  
19 and

20 WHEREAS, this ordinance is necessary to ratify, fix and  
21 establish such compensation for said police officers for the  
22 year 1990.

23 NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF  
24 THE CITY OF FORT WAYNE, INDIANA:

25 SECTION 1. The following compensation is hereby  
26 established and fixed for police officers of the City of Fort  
27 Wayne, Indiana, represented by the Fraternal Order of Police  
28 Indiana Wayne Lodge No. 14, for the year 1990, commencing  
29 January 1, 1990:

30 (a.) Commencing January 1, 1990, said compensation  
31 shall be as reflected in the Letter Agreement attached hereto  
32 and made a part hereof.



Read the first time in full and on motion by Henry,  
seconded by John, and duly adopted, read the second time by  
title and referred to the Committee on Annexation (and the  
City Plan Commission for recommendation) and Public Hearing to be held after  
due legal notice, at the Council Conference Room 128, City-County Building,  
Fort Wayne, Indiana, on \_\_\_\_\_, the \_\_\_\_\_, day  
of \_\_\_\_\_, 19\_\_\_\_, at \_\_\_\_\_ o'clock \_\_\_\_\_ M., E.S.T.

DATED: 3-27-90

Sandra E. Kennedy  
SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by Henry,  
seconded by Bradbury, and duly adopted, placed on its  
passage. PASSED LOST by the following vote:

	AYES	NAYS	ABSTAINED	ABSENT
TOTAL VOTES	<u>9</u>	<u>10</u>		
BRADBURY	<u>✓</u>			
BURNS	<u>✓</u>			
EDMONDS	<u>✓</u>			
GIAQUINTA	<u>✓</u>			
HENRY	<u>✓</u>			
LONG	<u>✓</u>			
REDD	<u>✓</u>			
SCHMIDT	<u>✓</u>			
TALARICO	<u>✓</u>			

DATED: 4-10-90

Sandra E. Kennedy  
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne,  
Indiana, as (ANNEXATION) \_\_\_\_\_ (APPROPRIATION) \_\_\_\_\_ (GENERAL) \_\_\_\_\_  
(SPECIAL) \_\_\_\_\_ (ZONING MAP) \_\_\_\_\_ ORDINANCE \_\_\_\_\_ RESOLUTION NO. S-82-90  
on the 10th day of April, 1990,

Sandra E. Kennedy ATTEST  
SANDRA E. KENNEDY, CITY CLERK

SEAL  
Charles S. Reed  
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on  
the 11th day of April, 1990,  
at the hour of 11:20 o'clock AM, E.S.T.

Sandra E. Kennedy  
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 11th day of April,  
1990, at the hour of 11:25 o'clock A, E.S.T.

PAUL HELMKE  
PAUL HELMKE, MAYOR



**LETTER OF AGREEMENT between**  
**THE CITY OF FORT WAYNE and**  
**THE FRATERNAL ORDER OF POLICE, INDIANA WAYNE LODGE NO. 14, INC.**

IT IS HEREBY AGREED BY AND BETWEEN THE CITY OF FORT WAYNE AND THE FRATERNAL ORDER OF POLICE, INDIANA WAYNE LODGE NO. 14, INC. THAT THE FOLLOWING WAGES AND MONETARY FRINGE BENEFITS SHALL BE EFFECTIVE AS OF JANUARY 1, 1990:

<b>ANNUAL SALARY</b>	<b>1990</b>	<b>1991</b>
SERGEANT	\$27,444.12	\$28,871.21
FIRST SERGEANT	\$27,955.30	\$29,408.98
LIEUTENANT	\$29,258.83	\$30,780.29

**UNIFORM ALLOWANCE**

UNIFORM ALLOWANCE SHALL BE: \$850.00                      \$1,000.00

UNIFORM ALLOWANCE SHALL BE PAID IN TWO INSTALLMENTS PER YEAR AS FOLLOWS:

ON OR BEFORE MAY 31	\$425.00	\$500.00
ON OR BEFORE NOVEMBER 30	\$425.00	\$500.00

**LONGEVITY**

BARGAINING UNIT EMPLOYEES SHALL BE PAID FIFTY DOLLARS (\$50.00) PER YEAR, FOR EACH YEAR IN RANK, BEGINNING WITH THE CALENDAR YEAR OF PROMOTION. LONGEVITY SHALL BE PAID THROUGH THE CURRENT YEAR. SUCH PREMIUM SHALL BE PAID ON OR BEFORE JANUARY 31. FOR THE YEAR 1990 SUCH PREMIUM SHALL BE PAID NO LATER THAN 30 DAYS AFTER THE CITY ORDINANCE APPROVING THIS AGREEMENT IS SIGNED BY THE MAYOR.

**EDUCATIONAL INCENTIVE**

MEMBERS OF THE BARGAINING UNIT WHO QUALIFY SHALL BE PAID AN EDUCATIONAL INCENTIVE PER THE FOLLOWING SCHEDULE:

ANY MEMBER HAVING AN ASSOCIATE DEGREE SHALL BE PAID AN ANNUAL INCENTIVE OF \$450.00. THIS SHALL BE IN QUARTERLY INSTALLMENTS OF \$112.50, IN THE MONTHS OF MARCH, JUNE, SEPTEMBER, AND DECEMBER OF EACH YEAR.



LETTER OF AGREEMENT between  
THE CITY OF FORT WAYNE and  
THE FRATERNAL ORDER OF POLICE, INDIANA WAYNE LODGE NO 14, INC.

EDUCATIONAL INCENTIVE (CONTINUED)

ANY MEMBER HAVING A BACHELOR'S DEGREE SHALL BE PAID AN ANNUAL INCENTIVE OF \$900.00. THIS SHALL BE IN QUARTERLY INSTALLMENTS OF \$225.00, IN THE MONTHS OF MARCH, JUNE, SEPTEMBER, AND DECEMBER.

ANY MEMBER HAVING A MASTER'S DEGREE SHALL BE PAID AN ANNUAL INCENTIVE OF \$1,300.00. THIS SHALL BE IN QUARTERLY INSTALLMENTS OF \$325.00, IN THE MONTHS OF MARCH, JUNE, SEPTEMBER, AND DECEMBER.

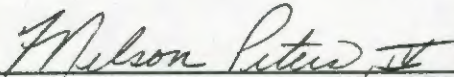
SHIFT DIFFERENTIAL

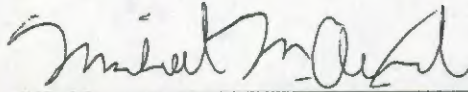
EFFECTIVE JANUARY 1, 1991, ALL OFFICERS ASSIGNED TO "B" SHIFT SHALL RECEIVE A PREMIUM OF FIVE HUNDRED DOLLARS (\$500.00) PER YEAR. ALL OFFICERS ASSIGNED TO "MID" AND "C" SHIFTS SHALL RECEIVE A PREMIUM OF ONE THOUSAND DOLLARS (\$1,000.00) PER YEAR. ALL SHIFT PREMIUMS SHALL BE ADDED TO THE REGULAR EARNINGS FOR EACH PAY PERIOD. ONLY THOSE OFFICERS ASSIGNED TO THOSE SHIFTS WILL BE PAID SHIFT PREMIUMS.

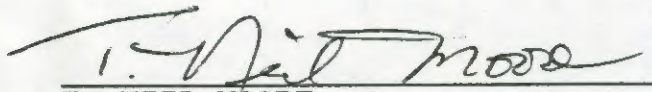
OVERTIME

FOR HOURS IN EXCESS OF THE ALLOWABLE OVERTIME CARRYOVER AS ADDRESSED IN ARTICLE XX OF THE WORKING CONDITIONS CONTRACT, THE CITY SHALL PAY TO MEMBERS OF THE BARGAINING UNIT, COMPENSATION IN THE AMOUNT EQUAL TO ONE AND ONE-HALF TIMES THE HOURLY BASE RATE, PURSUANT TO THE FAIR LABOR STANDARDS ACT.

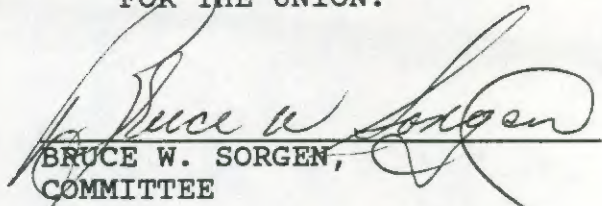
FOR THE CITY:


  
F. NELSON PETERS, IV, DIRECTOR  
PERSONNEL/ LABOR RELATIONS

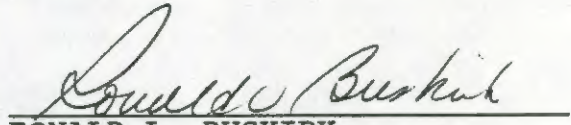
  
MICHAEL MC ALEXANDER, DIRECTOR  
PUBLIC SAFETY

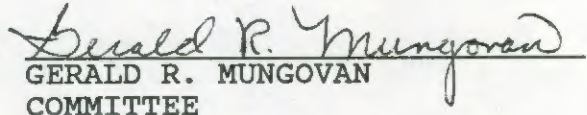
  
T. NEIL MOORE  
CHIEF OF POLICE

FOR THE UNION:

  
BRUCE W. SORGEN,  
COMMITTEE

  
GARY M. WOODS,  
COMMITTEE

  
RONALD L. BUSKIRK  
COMMITTEE

  
GERALD R. MUNGOVAN  
COMMITTEE



Admn. Appr. \_\_\_\_\_

DIGEST SHEET

TITLE OF ORDINANCE: Ordinance approving wage and monetary fringe benefit agreement between the City of Fort Wayne and the Fraternal Order of Police Indiana Wayne Lodge No. 14, Inc. for the years 1990 and 1991.

DEPARTMENT REQUESTING ORDINANCE: Public Safety Div./Personnel  
Dept. 3-8-90  
21

SYNOPSIS OF ORDINANCE:

*S-90-03-39.*

<u>Annual Salary</u>	<u>1990</u>	<u>1991</u>
Sergeant	\$27,444.12	\$28,871.21
First Sergeant	\$27,955.30	\$29,408.98
Lieutenant	\$29,258.83	\$30,780.29

<u>Uniform Allowance</u>	<u>1990</u>	<u>1991</u>
Uniform allowance shall be:	\$850/year	\$1,000/year

Longevity

Bargaining unit employees shall be paid fifty dollars (\$50) per year, for each year in rank, beginning with the calendar year of promotion. Longevity shall be paid through the current year.

Educational Incentive

Members of the bargaining unit who qualify shall be paid an educational incentive per the following schedule:

Any member having an Associate Degree shall be paid an annual incentive of \$450.

Any member having a Bachelor's Degree shall be paid an annual incentive of \$900.

Any member having a Master's Degree shall be paid an annual incentive of \$1,300.

Shift Differential

Effective January 1, 1991, all officers assigned to B shift shall receive a shift premium of five hundred dollars (\$500) per year.

All officers assigned to Mid or C shifts shall receive a shift premium of one thousand dollars (\$1,000) per year.

DIGEST SHEET - Page 2

TITLE OF ORDINANCE: Ordinance approving wage and monetary fringe benefit agreement between the City of Fort Wayne and the Fraternal Order of Police Indiana Wayne Lodge No. 14, Inc. for the years 1990 and 1991.

DEPARTMENT REQUESTING ORDINANCE: Public Safety Div./Personnel  
Dept. 3-5-90

SYNOPSIS OF ORDINANCE: (Continued)

Overtime

For hours in excess of the allowable Overtime Carryover (320 hours worked or 480 compensatory hours) per Article XX, the City shall pay compensation equal to 1-1/2 times the hourly base rate.

EFFECT OF PASSAGE: Wage rate increase = \$53,746; Uniform allowance increase = \$17,920; Longevity bonus = \$20,600; Total new expenditures for 1990 = \$92,266.

(1991) Wage rate increase = \$80,427.47; Uniform allowance = \$8,400; Shift differential = \$20,500; Total new expenditures for 1991 = \$109,327.47.

EFFECT OF NON-PASSAGE: Wages and monetary fringe benefits remain at 1988 levels: Wages = Sergeant = \$26,052.77

First Sergeant = \$26,538.04

Lieutenant = \$27,775.48

Clothing Allowance = \$530/year;

Educational Bonus = Associate = \$450/yr, Bachelor = \$900/yr

MONEY INVOLVED (DIRECT COSTS, EXPENDITURES, SAVINGS): For 1990 = \$92,266. For 1991 = \$109,327.47.

ASSIGNED TO COMMITTEE (PRESIDENT): \_\_\_\_\_



BILL NO. S-90-03-39

*Committee of the Whole*  
REPORT OF THE COMMITTEE ON ~~FINANCE~~

THOMAS C. HENRY, CHAIRMAN  
DONALD J. SCHMIDT, VICE CHAIRMAN  
BRADBURY, BURNS, GIAQUINTA

*Committee of the Whole*  
WE, YOUR COMMITTEE ON FINANCE TO WHOM WAS

REFERRED AN (ORDINANCE) (~~RESOLUTION~~) of the Common Council  
fixing, establishing and ratifying compensation for police  
officers represented by the Fraternal Order of Police Indiana  
Wayne Lodge #14, Inc. for the year 1990 and 1991

HAVE HAD SAID (ORDINANCE) (~~RESOLUTION~~) UNDER CONSIDERATION  
AND BEG LEAVE TO REPORT BACK TO THE COMMON COUNCIL THAT SAID  
(ORDINANCE) (~~RESOLUTION~~)

DO PASS

DO NOT PASS

ABSTAIN

NO REC

*Thomas C. Henry*  
*Donald J. Schmidt*

*Janet J. Bradbury*

*Clatus R. Edmonds*

*Samuel J. Tabasco*

*O. Edmonds*

*Charles R. Rife*

*Ward Long*

DATED: 4-10-90

Sandra E. Kennedy  
City Clerk